

WYNFORD GROUP ASSOCIATE: TED MCNICOL, MBA CPP CHRP

Ted McNicol is a proven problem-solver, working with and within innovative companies to continually advance their effectiveness in maximizing profits and managing costs, while ensuring employees are engaged and valued. His focus is in three areas:

Performance – Managing performance in an organization means ensuring everyone understands what it takes for business success and successfully aligning the employees so everyone is focused on achieving what will make the business successful. Performance measures need to be set at each level in the organization, so employees can be successful in influencing what they have control over. Rewards are then applied to those employees who contribute to company success.

Process – Most organizations are very complex and struggle to have employees working on productive tasks, often detailing those tasks as finely as possible. The best way to increase productivity is to assign jobs at the responsibility level and then work with the employees to ensure what they do is aligned with their associates and everyone is working together, maximizing the synergy of the organization.

Systems – We live in the Information Age and are rapidly evolving an Information Economy, with huge disruptions as these changes occur. Systems must be efficient and maximize the payback of information for data entered.

Ted has an MBA from the University of Liverpool, as well as Certification as an HR Professional and a Compensation Professional. His expertise lies in management and consulting on human resources issues, both on a strategic and operational basis. He has extensive experience in most human resource areas, with particular expertise in Compensation, Benefits, HR Information Systems, Performance Management and Organization Design. Ted has operational experience in Employee Relations and Recruiting. His strengths include strategic vision, individualization, creativity, inquisitiveness and future focus, which he can apply to create competitive advantage and added value for organizations.

Ted has successfully managed public sector privatization, two major mergers (in Ontario and Michigan) and energy industry deregulation. He has successfully managed Human Resources in public and private companies ranging from 200 to 65,000 employees. He has significant achievements in Canada, the U.S., Asia-Pacific, South America and Europe. Organizations he has worked with include Vancity Credit Union, Teekay Shipping, Methanex Corporation, DTE Energy (Detroit Edison, MichCon Gas), Union Gas (Spectra Energy) and Canada Post Corporation.

Ted teaches Business Management and Human Resources courses online at the University of Phoenix in the US, through Vancouver campus and at Meritus University.

Ted can be reached at (604) 603-7534 or via e-mail at ted@hrachieve.com.



#370, 800 - 6th Avenue S.W. Calgary, AB. T2P 3G3
Toll Free: 1-877-264-5166
Phone: (403) 264-5166 Fax: (403) 205-4312
wynford@wynfordgroup.com